

# Comparisons of Job Characteristics

**Focus Occupation:** General and Operations Managers (11-1021)

**Associated Occupation:** First-Line Supervisors of Retail Sales Workers (41-1011)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 81

**Focus Occupation:** General and Operations Managers (11-1021)

**Associated Occupation:** First-Line Supervisors of Retail Sales Workers (41-1011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Customer and Personal Service	11.3	18.9	16.4	<	Expanded education and/or training may be required
Sales and Marketing	5.2	14.0	10.5	<<	Extensive education and/or training may be required
Administration and Management	8.4	13.2	17.3	>>	Current knowledge level is likely more than sufficient
Personnel and Human Resources	5.6	10.2	15.2	>>	Current knowledge level is likely more than sufficient
Economics and Accounting	4.4	7.2	13.0	>>	Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 89

**Focus Occupation:** General and Operations Managers (11-1021)

**Associated Occupation:** First-Line Supervisors of Retail Sales Workers (41-1011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Service Orientation	7.9	10.8	8.7	<	A higher skill level may be required
Management of Personnel Resources	6.9	10.7	10.7	0	Current skill level may be sufficient
Persuasion	7.4	10.1	10.5	0	Current skill level may be sufficient
Negotiation	6.8	9.9	10.8	0	Current skill level may be sufficient
Management of Financial Resources	3.3	8.1	8.1	0	Current skill level may be sufficient
Management of Material Resources	3.7	7.1	9.2	>	Skill level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 90			
Focus Occupation: General and Operations Managers (11-1021) Associated Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Speech Recognition	9.9	11.5	11.0	0	Current ability level may be sufficient
Fluency of Ideas	7.6	9.1	9.8	0	Current ability level may be sufficient
Mathematical Reasoning	6.3	9.0	7.7	<	Some improvement in abilities may be required
Number Facility	6.3	8.4	6.2	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 84
<b>Focus Occupation: General and Operations Managers (11-1021)</b> <b>Associated Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)</b>		
Work Activities	Exclusivity of Activity	
Analyze sales activities or trends	74	
Assign work to staff or employees	30	
Conduct or attend staff meetings	47	
Develop budgets	56	
Develop policies, procedures, methods, or standards	21	
Direct and coordinate activities of workers or staff	3	
Estimate product demand	92	
Evaluate information from employment interviews	72	
Evaluate performance of employees or contract personnel	54	
Explain rules, policies or regulations	48	
Hire, discharge, transfer, or promote workers	47	
Provide customer service	14	
Schedule employee work hours	60	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 93

**Focus Occupation: General and Operations Managers (11-1021)**  
**Associated Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)**

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Currency vending machines	31
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Network applications software	1
Surveillance and detection equipment	11

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.